14 St. Paul Street
Montpelier, VT 05602-3025
802/223-4756
fax 223-4756

5707 Firenze Street
Houston, TX 77036-5515
713/723-9366
fax 723-1800

* Please Copy, Publish and Distribute Widely *

TO: TRANSGENDER PERSONS WHO WORRY ABOUT KEEPING THEIR JOBS
RE: "TRANSGENDER" IN THE EMPLOYMENT NON-DISCRIMINATION ACT OF 1994

On Friday, 29 July 1994, we attended a hearing and attempted to testify to the U.S. Senate Labor and Human Resources Committee about S.2238: "The Employment Non-Discrimination Act of 1994." This was privately financed by both of us and NOT a function of the Transgender Law Conference because ICTLEP is 501(c)(3). Since we are both "OUT", we do not need the protection of this law; but, as transgender activists, we frequently receive letters and phone calls from transgendered people like you who have lost or fear losing their jobs. There is scant legal redress; legal redress depends upon *IF* you live in one of a handful of states that *MAY* allow you into court on transgender job issues.

We found that S.2238 requires immediate, political action! THE PROBLEM IS THAT IT WILL PROTECT LESBIANS, GAYS AND BISEXUALS, *BUT NOT YOU.* A deliberate decision was made by lesbian, gay and bisexual activists to omit you and to not have your stereotype as a distraction to the passage of S.2238. Yet, as we watched, the transgender stereotype was hauled out by bigoted witnesses anyway. Those managing the bill knew we were there and had read our written texts, but blocked us from testifying for transgender inclusion.

We know that most of you are not "out," and that most of you are terrified by the thought. Consider that the inclusion of transgender job protection in S.2238 is critical! Such inclusion can positively effect your future job security. If "transgender" does not get included in this law, then you will probably have to *wait for another generation* for federal job protection. How old will you be then, still terrified, still deeply closeted and still without much job protection, if any at all?

We need your grassroots support. Please do these things:

1. Make ten or more copies of this letter. Send to your tg friends.
2. Write letters (guidelines attached). Send copies to us.
3. Help us finance this. (ICTLEP cannot do political action.) We simply cannot afford more time from our jobs; staggering telephone, postage and copying expenses; and more air tickets to DC and car rentals without your help. If you must remain in your closets, then at least send to each of us some money in our own name, from $5 to $5,000 (non-tax deductible).
4. Also support ICTLEP with tax-deductible donations.

Karen Ann Kerin
Professional Engineer

Phyllis Randolph Frye
Attorney and Professional Engineer

(This is a sample letter. Use it as a guide, but do not copy word for word. Type it or neatly handwrite it. Keep it to two pages max. Tell your unemployment story and your employment fears OR write objectively about someone you know. Stay in the closet if you must or come out a little: we don't care as long as you write.)

addrees and zip
phone and date

send a letter to EACH of following:
1. Leadership Conference on Civil Rights, Ralph Neas -- Executive Director, 1629 K Street NW, Suite 1010, Washington DC 20006
2. your US Senator, Washington DC 20510
(NOTE: IF AND ONLY IF YOU LIVE IN MASSACHUSETTS, ALSO CALL KENNEDY.)
(NOTE: IF AND ONLY IF YOU LIVE IN MINNESOTA, ALSO CALL WELLSTONE.)
3. your other US Senator, Washington DC 20510
4. Senate Labor and Human Resources Committee, Washington DC 20510
5. your US Representative, Washington DC 20515

Dear _____,

I am writing about S.2238, the Employment Non-Discrimination Act of 1994. While I fully support the rights of gay, lesbian and bisexuals to be secure in their jobs, I AM ALARMED THAT THE TRANSGENDERED HAVE BEEN DELIBERATELY OMITTED FROM THIS LAW! It is wrongful to omit transgendered people from federal job protection, because they are hidden within the statistics of job discrimination against homosexuals. They are often confused with homosexuals and attacked by the same bigots who hate homosexuals. They also have families to feed and rents to pay. THEIR PROTECTION IS REQUIRED!

I understand that Senator Wellstone is on the Senate Labor and Human Resources Committee that is hearing this bill. I know that his state of Minnesota has specifically included protection of the transgendered in its definition of "sexual orientation." Why can't S.2238 specifically include job protection for the transgendered?

I know that Kerrin Ann Kerrin (Republican of Vermont) and Phyllis Randolph Frye (Democrat of Texas) have been denied the opportunity to testify for the inclusion of the transgendered in this bill. Fairness demands that they be allowed to testify.

I know that the transgendered community is organized and presents an annual conference to educate congress on how law adversely effects the transgendered in the areas of jobs, health, rights and documents. This conference publishes a 320+ page transcripted proceedings each year. Please send a staff person to attend the next conference and order proceedings for your staff to research.

If S.2238 includes the transgendered, I urge you to vote for it. *IF S.2238 DOES NOT INCLUDE THE TRANSGENDERED, THEN I STRONGLY AND FORCEFULLY URGE YOU TO VOTE AGAINST IT.*

Sincerely,